Project Artaud

499 Alabama Street, San Francisco, CA 94110 • www.projectartaud.org
Phone 415.621.4240 • fax 415.621.3824

**Project Artaud Board of Directors Meeting**
**Date:** Tuesday, February 11th, Time: 7pm-7:49pm
**Present:** 9 Voting BOD Members
Sue Sullivan, President
John Sullivan, Treasurer
Sarah Kennedy, Secretary
David Fought AR Wing Rep
Jennifer Taylor, Left Wing Rep
David Lawrence, Torque Wing Rep
Sarah Hotchkiss, Wing Nut Rep
Sandia Sexton, Antonin Wing Rep
Javier Manrique, X-Wing Rep
Todd Hanson, Froggies Wing Rep
**Absent:** Julie Phelps, Vice President

**Announcements:**
**March 1st, 2025 Saturday 11am. There will be a zoom meeting for brainstorming Antibullying/Anti Harassment policy**
**March 22nd, 2025:** There will be a Building work day.
**May 25th, 2025:** There will be an in person Building Meeting to nominate Treasurer and Secretary.
**July 8ttth, 2025**: Ballot results ratified by Board of Directors.

Javier read a poem

**Wing Attendance for the 6-month period from 8/06/24 through 2/11/25**
Antonin: No meetings missed
AR Wing: No meetings missed
Froggies: One meeting missed: 08/06/24
Left Wing: No meetings missed
Torque: No meetings missed
Wing Nut: No meetings missed
X-Wing: No meetings missed

*As per "Wing Participation and Governance. Amendment to the House Rules, Article V, Section 4, Wing Responsibilities, Subsection E: If a Wing fails to send a Wing Representative to PAC's (Project Artaud Corporation) Board of Directors meetings for more than 4 (four) times within a consecutive 6-month period, then: -PAC revokes the privilege of the Wing to conduct and participate in any space transfers which may occur on that Wing for a period of no less than one year commencing from the date of the 4th meeting missed;*

*- The privilege to conduct space transfers reverts back to the Wing one year after consistent Wing representation has occurred;*
*-The Wing forfeits any and all veto privileges;*
*-When a studio transfer occurs in a wing with revoked privileges, the PAC board will appoint a studio transfer committee composed of a member from each PAC wing, except from the wing with revoked privileges, to conduct the studio transfer.*

**Affirm group agreements for the meeting**
1. One Voice, One Mic: Raise your hand
2. Modified Stack: "Step Up, Step Down" (if any individual has spoken several times they'll go to the bottom of the stack until others have spoken to the issue)
3. Keep it respectful: "Don't yuk my yum."
4. Conserve energy for the whole group—those who are rambling or repeating themselves will receive a one-minute signal from the facilitator. Please be mindful of W.A.I.T (in other words, ask yourself: Why Am I Talking?)

**MINUTES APPROVAL**
The minutes of the January 28th 2024 Board meeting were approved as written.

**Motions:**
**Motion #1:** The PAC Board approves the use of Jackhammer park on Saturday Feb 22nd from 3-5 for a Z-Space sponsored birthday party, with the request that they provide the PAC office with proof of an insurance rider.
Proposed: Sue Sullivan
Seconded: John Sullivan
Unanimous in favor

**Facilities Committee Report:**
**AFC Admin Report 2-10-25**

**Building Leaks**
The most recent atmospheric river was a good test of our shell. Facilities is aware of a couple of leaks, mostly coming in through gaps in windows. We are keeping a list of problem areas as we consider shell work for this summer. Please let Facilities know if you noticed any leaks.

**Fire Alarm**
Trojan was here on 2/3 to assess the duct detectors associated with the theater HVAC. They are ordering the new models and will schedule the works to replace two old detectors in that duct.

**EV Charging Stations**
Momentum contacted me on 1/16 to let me know they are still in the process of getting us a quote to install EV charging stations in the North Lot.

**Space Assessment**
The Assessment Committee did our initial walkthrough with Terri Winston and the architect. Waiting for the architect's work.

**Biannual Tree Pruning**
Davey Tree is scheduled to come out on Friday to assess our trees.

Discussion: Facilities is looking into keeping the building security cameras up and running and the hard drive recording properly. There recently was grafitti on the Alabama side of the building that a facilities worker removed.

**Better Earth Report:**
**Space Heating Boiler:**
One area on 2nd floor has mediocre flow. Bayside Mechanical will visit this Friday, February 7th with facilities to assess possible ways to flush this part of the system.
**Z Space Roof Drain Leak:**
Repair maybe postponed to coincide with rain water catchment work. Leak is relatively minor and water is currently being contained.
**Non-op Water Shut Off, 2nd Floor.**
Magic Plumbing is coming to repair this coming Monday, February 10th at 9:30AM. Sections of the building's cold water supply will be cut off as part of this process from approximately 9AM to 12PM.
**Recirculation Pump, 3rd Floor:**
Interior component have been replaced and unit is working well.
**Barn Lights, Mariposa:**
Have been installed.
**Critical Systems Binder:**
Is being updated.
**Safety Tours:**
Facility staff are going to begin providing routine safety and shut off tours for anyone who is interested. Gas shut off, water shut off, flood closet, etc. These will take place every other Friday, if members request from facilities or the office. Time TBD.

**Treasurers Report:**
Finance Committee will start meeting in March to prepare motions for the Summer 2025 Building Ballot.

1. A motion to create a consistent policy for year end employees and select vendors.

2. Requests?

For all of you considering running for Treasurer for the 2025 - 2026 term please start attending Finance meetings. Project Artaud staff does a tremendous job guiding and reminding the Treasurer in the required duties.

**BoD Topics:**
Anti Bullying/Anti Harassment policy:

Wing feedback continues to come in, see attached for updated version. Still waiting on Froggies input. There will be an open discussion and brainstorming session via Zoom on Saturday March 1st 11am. Sue will create and send out a zoom invite and chair the meeting, Sandia will present the information.

**Space 317:**
Julian Stranger has reached out and Sue as Board president is in communication with him about the 317 space transfer process and about picking up Lisa's artwork.

**Zspace request:**
One of the board members of Zspace requests the use of Jackhammer park for a one year old's birthday on Saturday Feb 22nd, 2025. Do they want exclusive use of the park? Do we charge them for bathroom cleaning? Zpace can most likely get an insurance rider. Sue and Wendy will reach out to Eldene about insurance questions and to Zpace.

**Motion #1: The PAC Board approves the use of Jackhammer park on Saturday Feb 22nd from 3-5 for a Zspace sponsored birthday party, with the request that they provide the PAC office with proof of an insurance rider.**
**Proposed: Sue Sullivan**
**Seconded: John Sullivan**
**Unanimous in favor**

**Space 124 Report:**
There was none.

**Arts Committee Report:**
There was none.

**RCP:**
Rainwater Catchment Project Report
February 11, 2025
Jan Simon, Chair

Project update
In coordination with Facilities, we have requested that construction start no sooner than the week of May 1st. Lotus Water has confirmed that that would not be a problem.
Next RCP Meeting Monday, February 24th, 2025 6:00 pm
Meeting Agenda
Project update
https://us02web.zoom.us/j/88384291933?pwd=Cs3e0epzDUjt8X9mU8RaJQPM8FcTGu.1
Meeting ID: 883 8429 1933 Passcode: 845527
Meeting flyers will go up on the bulletin boards and the office will send out email announcements about the meetings to membership.

**Project Artaud Arts Report:**
Ricky Weisbroth has a solo exhibit in the lobby of the CPMC (California Pacific Medical Center) 2100 Webster Street (between Sacramento and Clay) January 3rd-March 28th, 2025

Alon Picker has a show February 1- March 2nd, 2025 at Inclusions Gallery on Cortland Ave. Artist's reception Feb 22nd 5-7pm

Javier Manrique is showing at Gray Loft Gallery in Oakland from January 18th- March 8th, 2025. Closing reception March 8th 4-6pm.

**Wing Reports:**
Antonin (Sandia): Heard back from a few members with feedback about the Anti Bullying/Harassment policy.
AR (David): Work on studio 317 is finishing up.
Froggies (Todd): Todd will be celebrating his one year anniversary as an Artuadian soon.
Left Wing (Jennifer): Nothing to report
Torque Motel (David): Going to have a wing meeting soon.
Wing Nut (Sarah H): Alon has a show coming up (see above for more info)
X-Wing (Javier): Nothing to report. Ricky and Javier are both having shows (see above)

**NEXT MEETINGS**
BOD Meeting: Tuesday, February 25th at 7:00 PM, Zoom. Request Zoom link from your wing rep.
Arts Committee: TBD Link to come.
Facilities Committee: Wednesday, February 19th at 4:15 PM, (always the Wednesday before BOD meeting) Zoom. Request link from VP
Finance Committee: TBD, Zoom. Request link from Treasurer.
Garden Committee: TBD
Human Resource Committee: TBD, Zoom. Request link from HR Chair.
Rainwater Catchment Project Committee: Monday February 24th 6pm see admin email for zoom invite
Space 124 Committee: TBD in Studio 124.
Well-Being Committee: TBD

**COMMITTEE CHAIR CONTACTS**
Facilities Committee: Julie Phelps, vpprojectartaud@gmail.com
Finance Committee: John Sullivan, artaudtreasurer@gmail.com
RCP Committee: Jan Simon, jans31415@gmail.com
Human Resource Committee: co chairs Sally Fifer, sally.fifer@itvs.org, and Lois Martin lois499@sonic.net
Space 124 Committee: Lizzy Spicuzza, lspicuzza@earthlink.net
Well-Being Committee: Michael Rauner, michael@michaelrauner.com
Garden Committee: Jonah Roll, jonahsart@gmail.com
Arts Committee, Jonah Roll, jonahsart@gmail.com

# February 11th, 2025 Wing Member feedback on first Rough Draft of Anti Harassment/Anti Bullying policy for Project Artaud.

**Left Wing Responses:** Feedback on the draft is generally supportive minus re the last sections "Bullying Is/Is Not" which several people thought was too intrusive/prescriptive. Also a few people wanted to know how this would be enforced.

**AR Wing Member 1:**
Appreciate the effort and concern that went into creation of this draft Bullying document.
There remain questions regarding what will constitute "disciplinary action" for the offense of Bullying, whether
"members and residents" is adequate inclusion in these proposed protections, and how this document is to be
inserted into our governance.
An alternate method to address Bullying may be with inclusions/modifications to PA's existing House Rules
(which I've copied and pasted here). . .
Project Artaud House Rules
ARTICLE VII / Courtesy Protocol
Section 6: Policy
a. Project Artaud Corporation values a diverse, safe and fair community.
b. PAC does not tolerate sexual harassment of members or employees.
c. PAC business, governance and public function shall be conducted in a civil, mutually respectful manner.
d. PAC members, employees, guests and subletters shall not engage in physical threats or violence against
another member or staff person.

**AR Wing Member 2:**
See link to the bullying and harassment policies from SFUSD.
https://www.sfusd.edu/know-your-rights/bullying-harassment

**AR Wing Member 3:**
This all seems a bit over the top to me and would probably benefit from some editing. Do we need all the political/social triggers spelled out? Bullying and harassment will not be tolerated. All members are expected to treat each other with tolerance and respect. Specifying the enforcement policy in the house rules.

**AR Wing Member 4:**
I have read the document. A lot of rules. I don't have anything to add, thanks.

**AR Wing Member 5:**
Sounds good to me.

**AR Wing Member 6:**
Don't know about any bullying, but I had a pile of old campaign lit stuck in my mailbox along with other
mail addressed to Elizabeth Stranger this week. What is that about?

**AR Wing Member 7:**
There is talk of forming a hand-picked internal body of Artaudians to respond to claims of harassment/bullying. This may be good? We definitely would have to have some mention in the policy itself how this body is made up, how it's selected, and how it functions.
We could also outsource any claims of bullying/harassment to an outside body (attorneys, local arbitration (NOT mediation) panels?) with clear repercussions outlined in the policy for any member who files false claims or is found to have perpetrated harassing or bullying behaviour. We have precedent of having temporarily revoked membership in the past (Froggies member). Perhaps the policy could state that someone found to have participated in these behaviours has 6 month suspension of membership & if a member has their membership suspended more than blank amount of times in a blank amount of years then a hearing to permanently revoke membership will be held. Those are some possible "teeth".

**Wingnut responses:**
Cal State's policy was suggested by a member as a very good anti-bullying and harassment policy, and many on the wing liked this example, especially the "Different Treatment Discrimination" clause included in it. Others questioned whether a university policy was a suitable starting point for Artaud, as we're a very different entity:
https://calstate.policystat.com/policy/16328404/latest/#autoid-4r993

The language of the "Bullying Is/Bullying Is Not" section in the current draft felt too prescriptive to some. All agreed this is a worthwhile undertaking and very important.

**X Wing responses:**
**X Wing Member 1**
I do believe that you need to include an addition to the anti-harassment memo. I think we need to address any kind of online harassment, including Facebook, Instagram, X and any other social media sites. I also believe that any kind of printed material such as flyers stickers and leaflets should be included in the statement.

**X Wing Member 2**
Beware of good intentions is something to keep in mind.
An anti-harassment policy should be clear with the idea that fewer words is more and this in turn gives room when dealing with different scenarios.
Specifically with the propose policy I would remove 'Hostile glare…' phrase
I think the culture of Artaud has been tough and resilient. When we have come across challenges and obstacles we do our best to get through, we are not professionals and we hire lawyers and specialist when we need to.

It is important to maintain the big picture to help the general population of our membership. We can deal with the details when they occur.

**X Wing Member 3**
To go from our current house rules no violence and no sexual harassment to "no hostile glares" is quite an extreme step. Should we wear sunglasses inside of the building, so we cannot be falsely accused of hostile stares by someone who happens to be in a bad mood?
Don't forget we have international law, federal law, state law, county law, and city law and regulations on top of our house rules.
We might want to consider to curb the never-really-satisfied bureaucracy.
Be nice to yourself. Be nice, very nice, extra nice to your neighbors and the folks around you. Then there will be no worries, mate.
P.S.: Here are some Antonin Artaud quotes for further food for though on this subject:
Sûreté générale. La liquidation de l'opium », La Révolution surréaliste, janvier 1925

There are souls that are incurable and lost to the rest of society. Deprive them of one means of folly, they will invent ten thousand others. They will create subtler, wilder methods, methods that are absolutely desperate. Nature herself is fundamentally antisocial, it is only by a usurpation of powers that the organized body of society opposes the natural inclination of humanity.
You are outside life, you are above life, you have miseries which the ordinary man does not know, you exceed the normal level, and it is for this that men refuse to forgive you, you poison their peace of mind, you undermine their stability. You have irrepressible pains whose essence is to be inadaptable to any known state, indescribable in words. You have repeated and shifting pains, incurable pains, pains beyond imagining, pains which are neither of the body nor of the soul, but which partake of both. And I share your suffering, and I ask you: who dares to ration our relief?... We are not going to kill ourselves just yet. In the meantime, leave us the hell alone.

<u>Torque Wing responses:</u>
**Comments on proposed anti-harassment policy:**

1) Concern about abuse of policy. What do we do if someone deliberately tries to harm a member or the organization's reputation with this policy?

2) What happens after an anonymous complaint?

3) Concern about anonymous public harassment. We see anonymous stickers and letters posted throughout the neighborhood, left at community businesses/pinned on bulletin boards, anonymous media inquiries, and anonymous planning department complaints, all with baseless accusations intended to damage PAC and PAC member reputations.

a. How do we discourage this behavior?
b. How do we identify responsible individual(s) without creating a witch hunt?
c. What should the consequences be if the person(s) doing this are positivity identified?

4) The board needs to make clear to all members that this behavior is unacceptable and would be grounds for revocation of membership if we find out who is responsible.

5) Questions about our vetting process when we bring in new members. How do we make sure PAC is a good fit for a new member and visa versa? Should there be some kind of probationary/trial period for new members?

6) How do we encourage in-house dialogue over internal disputes rather than having them become public and subject to misinformation?

7) Do we need professional help? Either a mediator or psychologist with expertise in solving interpersonal conflicts in large groups?

8) Policy seems vague. Who processes the incident report if a person bullied files it and what exactly are the next steps? How does it escalate if the person bullying doesn't stop? Should there be some kind of timeline/time limit for resolution?

9) How will this proposed policy address these issues? How will it be enforced? Skepticism that it will have any teeth.

**Antonin Wing responses:**

**Antonin member 1:**
short and sweet is best

**Antonin member 2**:
For starters the first paragraph of the anti-bullying, anti-harrassment policy Is a bit of a stretch. It's dishonest, similar to quite a few members here who have trouble being honest, fair, and ethical.
It's been apparent for years to the few minorities living here, Artaud's dominant culture prefer those in their dominant culture to become new members, ad infinitum.
The statement would be more beneficial stating Project Artaud makes a commitment to recruiting a diverse population to become members. Thus, creating an environment where the few, diverse minority, members may begin to feel welcome, included and safe.
I'm not too sure this new policy will even improve Project Artaud. It will just be weaponized against Artaud members with differing opinions, and those who are not favored.
I, as well as other more ethical members seeking fairness see long standing members digging their heels in whenever challenged with diverse opinions that could improve this place.
Artaud has cultivated a culture of fear, where members do not speak up due to fear of retaliation.
Progress will not occur because members in power positions do not welcome diverse opinions. It does not feel as if Project Artaud welcomes and celebrates diversity.

(*Another member*) and I chatted early on regarding the anti-bullying policy and how some members immediately weaponized the policy towards those they viewed as having less power. Personally, I have experienced this with numerous Project Artaud members. They yell, disrespect and speak insultingly to me and when I defend myself, I am accused of being combative.
The first year I lived here, I had an Artaud member open my hallway door and scream hateful profanities at me. Now this is a great example of bullying.
Another, member who is in a favored group here, unbelievably threw a rock or brick across the street when construction was expanding the building. I saw the police come in, and handcuff the wrong member. A covert cover? These true occurances are definitely bullying.
Yet, these abusive members with societal or financial status are still members held in high regard.
I hope everyone involved in creating this new policy are aware, or become aware of DARVO. Entitled people confronted with a transgression often deny, and falsely accuse the victim of the exact transgression they were confronted about.
This behavior is referred to as DARVO.
You can read about it here:https://www.verywellmind.com/protecting-yourself-from-darvo-abusive-behavior-7562730
Due to this unfair treatment we need to think about creating a whistle-blower protection policy as well as a anti-bullying policy.
**Wing member 3:**
You are absolutely right and I had already noticed it in the writing... What I often see is how this community twists things to its advantage... it takes all the time to take on a case that goes with someone of color.
Putting someone who does not know how to write or has the ability to express empathy towards others.
In times like the ones we are living recently... it is noticeable, it feels like they have become empowered...
Today how I see it: It is like protecting (*certain members*) more than what is presented... they do not even mention what happened... but everything sounds like it is the protectionism of the same... it is so difficult to understand a community of people who believe themselves to be different and it is nothing more than the same.